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ABSTRACT

This report describes Canada's current child care policy and service provisions, presents the findings from a survey of work-related child care services in Canada and goes on to analyze work-related child care within the broader context of child care policy. The survey questioned the directors of 176 employer-supported child care centers throughout Canada. Detailed results of this survey are presented, outlining levels of financial support, schedules, fees, auspice, reported problems, benefits, and disadvantages. The survey found that work-related child care is a growing trend, that it receives significant public financial support, that its rates are similar or higher to community-based programs, and that work-related child care is not very flexible to employees' needs. The report concludes that work-related child care is not an answer to Canada's child care situation. It is not a solution from a practical point of view, since it is a discretionary, individual response to a societal issue, not a public policy solution. (MDM)

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Work-Related Child Care in Context: A Study of Work-Related Child Care in Canada

Occasional Paper No. 3

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The Childcare Resource and Research Unit

Centre for Urban and Community Studies

UNIVERSITY OF TORONTO

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Work-Related Child Care in Context: A Study of Work-Related Child Care in Canada

Occasional Paper No. 3

Jane Beach
Martha Friendly
Lori Schmidt

1993

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INTRODUCTION

Over the last ten or fifteen years in Canada, there has been considerable debate about child care policy. During this time, the discussion has broadened, matured and shifted to include a wide range of issues. Our understanding of both the multiple roles played by child care services and the complexity of issues that are involved has increased.

Until the beginning of the 1980s, child care in this country was generally perceived to be a welfare issue; from this point of view, full-day child care was viewed primarily as a support service for low income or high risk children and families. In the past decade, however, some important shifts have occurred in how child care is conceptualized. First, it is now relatively widely accepted that child care is a mainstream service for ordinary families, not just a welfare-oriented or a preventive service for a targeted group. As women with young children from across the economic spectrum have moved into the labour force, the same question arises for all of them: who will care for the children?

Child care, which permits women to participate in the labour force, continues to be a key element in the drive for women's equality and remains an important focus for Canada's feminist movement. In the 1980s and the 1990s, mothers of young children began to participate in the paid labour force at rates which have increased every year. By 1991, 68.7% of women who were mothers of preschool children worked outside the home (Statistics Canada, 1993).

Second, the circle of sectors of society who advocate for improved child care has widened to include (in addition to women's and trade union organizations), antipoverty, professional, faith and child welfare groups. Recognition that child care is a service with more than one target group -women, children, families and the broader society - strengthens the rationale for provision of high quality child care. Today, child care is perceived to be essential to women's equality; necessary to combat female, child and family poverty; a key component in a strategy to rebuild Canada's economy; a vehicle for strengthening cultural traditions for Aboriginal people, New Canadians and minority linguistic groups; a family support service; a valuable tool in health promotion and primary prevention; and an early childhood education program which promotes healthy development for all children regardless of their social class, ability/disability or parents' work status.

Third, there is an awareness today that child care services function within a context that includes child care policy, as well as broader social and other public policies. Fifteen years ago, discussion about child care tended to focus more on provision or development of services than on the policy mechanisms (often the responsibility of senior levels of government) which supported or hindered their operation. As it has become more obvious that child care has a relationship to policy issues like child poverty and is affected by broader issues such as fiscal policy and federal-provincial relations, child care has been more explicitly situated within a public policy context.

There have been a host of policy papers, reports and articles about child care presented in Canada in the last ten years. Task forces, policy makers, advocacy groups and service providers have discussed issues (including universality and targeting, privatization and commercialization, public spending and the role of government with respect to social programs) and proposed solutions to improve the child care situation. Yet parents with young children in all regions of Canada still continue to face extensive obstacles as they struggle to combine caring for their children with work, study, job training or other responsibilities. As a result, a growing number of children spend their preschool years in child care arrangements of unknown quality outside of a regulatory context which ensures that even minimum standards to protect children's health and safety are met. The child care situation in Canada is not better than it was ten years ago; indeed, it may be argued that it has deteriorated.

It is sometimes suggested that one solution to Canada's child care situation is work-related or employer-supported child care. It is argued that supporting child care for employees makes good business sense for the corporate sector, that it is in the interests of employers to provide child care in order to attract and retain valued employees. An employer who spends money to help his employees meet their child care needs will, in the long run, save money. Superficially, work-related child care seems to be a logical response by private sector and other employers to the needs of the workforce and a significant (if not complete) answer to Canada's child care situation. However, this premise raises a number of interesting questions: What do employers contribute to work-related child care? What role does the private or corporate sector play? Does employer support make child care affordable or available? Is work-related child care a solution which will fill the gaps in needed child care services?

This report attempts to answer these questions. It describes Canada's current child care policy and service provisions, presents the findings from a survey of work-related child care services in Canada and goes on to analyze work-related child care within the broader context of child care policy.

THE CANADIAN CHILD CARE CONTEXT

The policy framework

The term "child care" is used in this report to describe a variety of arrangements for children under the age of 12, outside the immediate family and regular schooling. These arrangements may be regulated or licensed by a provincial or territorial government, they may be unregulated private arrangements (usually arranged between an individual parent and caregiver) which fall outside of government jurisdiction or they may be formal programs which are usually provided for a purpose other than "care" (recreation, for

example) but nevertheless play that role for children of working parents (Friendly, Rothman & Oloman, 1991). The term "child care service" is usually understood to mean a program regulated by government which is intended to provide care.

In Canada, provincial and territorial governments have jurisdictional authority for child care services. They are responsible for setting licensing standards and operational regulations and policies, as well as for controlling the supply of funding to these programs. Programs regulated by provinces and territories include full-day and part-day programs in child care centres (including nursery schools and preschools), regulated family child care programs, and before and after school programs for school-age children. In some provinces, neighbourhood services to provide parenting and caregiving support (sometimes called family resource centres) are available as well, but they are not currently regulated in any of the provinces.

Although Canadian licensing requirements vary from province to province†, almost all include requirements for staff training, physical space, group size and child/staff ratios. Some provinces provide capital and start-up grants, most provide some form of operating or maintenance grants to provide limited direct support for services, and all provide some form of fee subsidies for eligible families. Early childhood education training at the post-secondary level is available in almost every province.

However, Canada has no national child care legislation or broad national policy framework for development or operation of child care services. The federal government's involvement in child care is limited to federal funding mechanisms; the child care provisions of the Canada Assistance Plan (CAP) and the Child Care Expense Deduction through the Income Tax Act are the most important of these.

The Canada Assistance Plan was introduced in 1966 to provide funding to social welfare programs. The federal government shares the cost of regulated child care for families deemed to be "in need" (of assistance) or "likely to be in need" with the provinces. Each province decides how much funding will be spent on child care and what type of care will be provided. CAP's federal maximum eligibility guidelines include moderate as well as low income families; none of the ceilings used by the provinces approach the allowable maximum (Health and Welfare, Canada, 1992; Childcare Resource and Research Unit, In press). In 1992, according to federal income guidelines, a one-adult, one-child family could receive some fee subsidization for child care up to a net family income of $45,720 (Health and Welfare, Canada, 1992).

Until 1990, limitations to federal spending through the Canada Assistance Plan were imposed only by the provinces as, from the federal perspective, CAP was an open-ended program. However, since new limitations on CAP spending were imposed on three provinces (Ontario, Alberta and British Columbia) in the 1990 federal budget, now both the federal government and provincial governments limit CAP spending for child care.

†"Province" is used in this report to mean "province/territory".

Availability, affordability and quality of Canadian child care

For many Canadian families, regulated child care which fits families' schedules or work patterns as well as children's ages is either not available or not affordable. Relative to the number of children with a mother in the paid labour force, the supply of regulated child care has declined substantially over the past ten years (Friendly et al., 1991). The quality of programs, even in regulated settings, may not be adequate to meet children's developmental needs and, too often, existing services are not responsive (perhaps through no fault of their own) to families who need flexible child care services to meet their work and family responsibilities.

Most licensed programs offer regular day-time care only; services for parents working shifts and irregular hours and for those who need part-time, seasonal and emergency care are almost nonexistent in most parts of the country (Friendly, Cleveland, & Willis, 1989) although, according to the Canadian National Child Care Survey, almost 44% of interviewed parents did not work a standard work week (Lero, Goelman, Pence & Brockman, 1991). Similarly, in many Canadian communities, infant and toddler care, programs for school-aged children outside regular school hours and those which include care for children with special needs are not available.

The high cost of child care is also a persistent problem in the current child care situation. For most families, unless their fees are subsidized, child care is essentially a user-pay service and fees in much of Canada are prohibitively high, even for middle income parents. Although fee subsidies through the Canada Assistance Plan are theoretically available for families "in need" or "likely to be in need", only a limited number of eligible families actually are assisted with their child care fees (Cleveland, 1987). In some provinces, even families who are fully eligible for subsidies pay hefty surcharges. Fees in regulated child care programs may exceed $1,000/month for infants in some parts of the country yet subsidy payments may be much lower. In British Columbia, for example, a low income family earning $15,000 per year would get a maximum monthly subsidy of $574 for an infant space in a child care centre, and could have to pay as much as $400 per month themselves. Obviously, group infant care is not an option for this family (Beach, 1992). Or there may be many more income-eligible families than available subsidies. For example, in Toronto, 15,500 eligible low income families were on the municipal subsidy waiting lists in 1993 (Metro Toronto Coalition for Better Child Care, 1993).

While parent fees provide the bulk of revenues on which programs operate, staff and caregivers have traditionally subsidized the cost of regulated child care through their low wages. Low wages and poor working conditions act as a deterrent to recruitment and retention of well-educated child care professionals (Canadian Child Day Care Federation/Canadian Day Care Advocacy Association, 1993).

Although all the provinces and territories have requirements for the operation of regulated child care and mechanisms for monitoring and enforcing the requirements, the legislated requirements are only minimum baseline standards. In general, the provincial requirements are not high enough to ensure that child care programs are of consistently high quality.

The most salient feature of Canada's child care context is that a child care system does not really exist (Friendly, et al., 1991). Inadequate and piecemeal funding arrangements make it difficult for an appropriate range of programs to meet families' needs to develop and to function. The absence of public funding means that many families cannot afford fees for high quality care and that child care staff often subsidize services through their low wages. The absence of national policy objectives further compromises efforts to ensure the availability of affordable, high quality care in all regions. It is within this context that work-related child care programs operate in Canada.

A Study of Work-Related Child Care Centres in Canada

Purpose of the study

In 1991, the Childcare Resource and Research Unit undertook a study of work-related child care in Canada. The purpose of the study was to assess the role of work-related child care within the context of broader child care policy and to examine some of the commonly-held assumptions about work-related child care programs. These assumptions are that:

1) Work-related child care is a growing trend;
2) Financial support from employers reduces the need for public dollars;
3) Work-related centres provide affordable child care; and
4) Work-related child care centres are responsive to the particular child care needs of the sponsoring workplace.

Method

A request was made to each of the provincial/territorial child care offices for a list of all work-related child care centres. The lists were screened for conformity to a definition established for the study:

> Work-related child care is child care established for the employees of an organization, workplace or development. The employer, organization or developer provides the program with some level of ongoing support, ranging from the provision of free space to direct financial contributions to the operation.

Some of the provinces included child care centres at university and community college campuses in their lists. Most of these centres were eventually excluded from the study, as they were not established specifically for employees but for a variety of other reasons; a number operated as lab schools and others primarily served students. Several lab school programs operated by community colleges which were intended to serve a distinct workforce, usually unrelated to the college, were included in the survey.

Self-administered questionnaires (in English and/or French) were mailed to the supervisors of identified programs and further screened upon return; those not receiving any form of employer or sponsor support were not included in the analysis. The questionnaire asked for names of any new work-related child centres known to the respondent; questionnaires were then sent to newly identified centres.

In total, 249 mail-out questionnaires were distributed to the entire list of identifed Canadian work-related child care centres. One hundred and eighty-one completed surveys were returned, 43 of which received no support from the sponsor and were eliminated from the study. One hundred and thirty-eight completed questionnaires representing programs which met the definition were included in the data analysis. Basic information was collected by telephone (in French for francophone programs) from additional programs which had not responded in order to develop a complete inventory of programs. Thirty-eight of the 70 programs which were followed-up in this way met the definition of a work-related centre and were included in the inventory which contains a total of 176 programs. Information was collected over a three month period, beginning in October, 1991. See Appendix 1 for the inventory of work-related child care centres.

The questionnaire was designed to:

- identify characteristics of the programs;
- determine the level and nature of support from the sponsor(s);
- identify the types of employers that sponsored programs;
- identify the issues affecting the provision of the programs as stated by the respondents; and
- produce an inventory of work-related child care centres.

The questionnaire was pretested at two work-related child care centres in Toronto.

Findings

Number and location of programs

The survey found 176 centres containing 8,676 licensed spaces, as of January, 1992. This represented 2.6% of the 333,082 licensed child care spaces in the country (Health and Welfare, Canada, 1991). In 1984, when *A Study on Work-Related Child Care in Canada* was conducted for the Task Force on Child Care, there were 79 centres defined as work-related with 3,447 spaces, representing 2.3% of the licensed spaces at that time (Beach & Rothman, 1984). Thus, while the number of work-related centres and spaces had more than doubled between 1984 and 1991, work-related child care still represents an extremely small proportion of licensed spaces, less than 3%.

Most of the work-related centres surveyed in 1991 were concentrated in Ontario (62) and Quebec (76). There was one centre in each of Prince Edward Island, New Brunswick, Saskatchewan and the Northwest Territories and the rest were distributed among the other provinces. Average centre size was 49.3 spaces, ranging by province from British Columbia's average of 24.4 spaces to Alberta's average size of 73.6. These data are found in Table 1.

Table 1.
Work-Related Child Care Centres, Spaces and Mean Centre Size by Province, 1991

Province/Territory	Number of Centres	Number of Spaces	Mean Centre Size
Newfoundland	4	135	33.8
P.E.I.	1	34	34.0
Nova Scotia	7	280	40.0
New Brunswick	1	49	49.0
Quebec	76	3 991	48.9
Ontario	62	3 030	48.9
Manitoba	9	381	42.3
Saskatchewan	1	50	50.0
Alberta	7	515	73.6
British Columbia	7	171	24.4
Northwest Territories	1	40	40.0
Yukon Territory	0	0	0
TOTAL	176	8 676	49.3

Work-related child care centres were most likely to serve preschoolers (3-5 year-olds). Like community-based child care programs, work-related child care centres provided relatively little infant care. However, as a group, they provided a somewhat higher percentage of infant care than child care centres in general. Infant spaces in work-related child centres accounted for 16.2% of the total work-related spaces (6,796) compared to the 8.9% provided as a percentage of the total number of licensed spaces (Health and Welfare, Canada, 1991). This information is found in Table 2.

Table 2.

WORK-RELATED CHILD CARE SPACES IN CANADA BY AGE, BY PROVINCE, 1991

PROVINCE/TERRITORY	INFANT	TODDLER	PRE-SCHOOL	SCHOOL-AGE	ADDI-TIONAL SPACES†	TOTAL SPACES
NEWFOUNDLAND	0	6	70	20	39	135
P.E.I.	0	4	30	0	—	34
NOVA SCOTIA	12	36	112	46	74	280
NEW BRUNSWICK	0	0	35	14	—	49
QUEBEC	531	942	1 300	0	1218	3 991
ONTARIO	422	687	1 361	211	349	3 030
MANITOBA	50	46	268	17	—	381
SASKATCHEWAN	0	10	30	10	—	50
ALBERTA	54	76	156	69	160	515
BRITISH COLUMBIA	35	33	93	10	—	171
N. W. TERRITORIES	0	0	0	0	40	40
YUKON TERRITORY	0	0	0	0	—	0
TOTAL	1 104	1 840	3 455	397	1 880	8 676

n = 176

†Age breakdowns for this column were not available. They have been added into the total number of spaces.

Most of the centres (112 of 138 who responded to the survey) were located directly at the worksite, with the remainder very nearby. However, a number of centres served employees from a variety of locations; some programs defined as on-site were so for only some of the employee users.

The employer-sponsors

What types of employers sponsor work-related child care centres? As reported by the respondents, 75% of the centres had as their main sponsor a public sector employer. 22.7% were sponsored by private sector organizations, including five developers and one union. 2.3% were jointly sponsored by private and public sector employers. Figures 1 and 2 and Table 3 show the number and types of sponsors.

Figure 1.

SPONSORSHIP OF WORK-RELATED CHILD CARE PROGRAMS, 1991

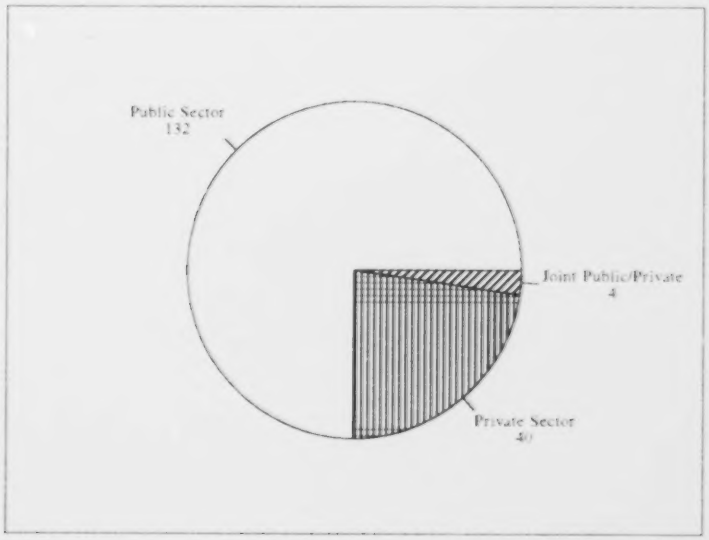

Figure 2.

SPONSORSHIP OF PUBLIC SECTOR WORK-RELATED CHILD CARE PROGRAMS, 1991

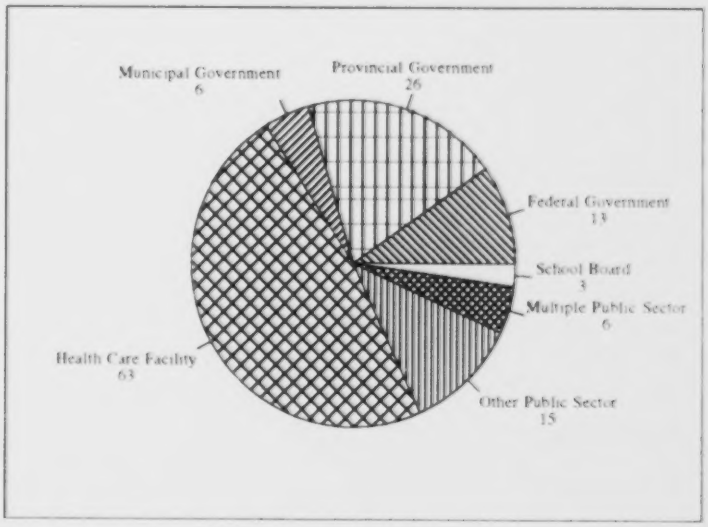

Table 3.

SPONSORSHIP OF WORK-RELATED CHILD CARE PROGRAMS IN CANADA, 1991

SPONSORSHIP CATEGORY	FREQUENCY
FEDERAL GOVERNMENT	13
PROVINCIAL GOVERNMENT	26
MUNICIPAL GOVERNMENT	6
SCHOOL BOARD	3
HEALTH CARE FACILITY	63
OTHER PUBLIC SECTOR CORPORATION	15
MULTIPLE PUBLIC SECTOR	6
DEVELOPER	5
UNION	1
PRIVATE SECTOR CORPORATION	33
MULTIPLE PRIVATE SECTOR CORPORATION	1
JOINT PUBLIC SECTOR/PRIVATE SECTOR	4
TOTAL	176

Defining who the sponsor is was often not straightforward. It was sometimes difficult to fully understand the nature of centre sponsorship through the survey method employed. It should be noted that information in addition to the survey (including telephone follow-up and other information) helped the researchers understand the rather complicated dynamics of sponsorship for some of the surveyed centres.

For example, several commercial real estate developers facilitated and funded the capital costs of child care centres as part of a local land use planning process. The parents who used the child care centre were not employees of the developer but of tenants in the building. Some employers had an arrangement with the developer for first right-of-access to a specified number of spaces but financial contributions to the centre came from the developer. The provision of child care was sometimes a leverage point for the developer to achieve additional density from local government for the site or it was required as part of the land use planning process in a municipality. In other words, the developer was not motivated to provide the facility as a result of an identified need for child care from a specific employee population but for other reasons.

In other situations, employers negotiated with existing non-profit organizations, such as community colleges, to operate a child care centre. In some cases, the operator supported the ongoing operating cost of child care to a greater extent than did the sponsor.

In one of the more complex arrangements, a municipal government provided a building, major capital and ongoing occupancy costs to provide child care for a particular industry. A community college operated the program and absorbed a substantial operating deficit, while the industry and union provided a small grant for fee subsidies to families who were unable to access a subsidy through the government.

Level of support

The most common form of support from sponsors was in the form of full or partial coverage of occupancy costs, which included rent, utilities, cleaning and maintenance. Thirty-six percent of centres received support in the form of full occupancy costs, 38.2% were given at least free rent and 23% received either partial rent or other occupancy costs. Other supports that were noted ranged from use of the fax and photocopy machine, use of the gym and kitchen, to direct financial support.

Thirteen percent of the centres received direct financial support or operating grants from a sponsor, and 15.7% received funding from their sponsor to cover operating deficits. The level or kind of support received from the sponsor and the fees charged to parents did not seem to be related. That is, programs that received direct financial support were as likely to report that they charged parent fees at least comparable to those in neighbouring community child care programs as those that did not receive this support.

Survey data from questions about employer contributions during the start-up phase were unreliable. Most programs received some form of financial contribution, but the source was often unclear or even unknown to respondents. Some respondents indicated that the support came from the employer, but on follow-up it became evident that, in fact, the start-up support was in the form of a government grant. When the sponsor was a particular ministry of a provincial government, it was not clear if the funding came from the ministry itself (as the employer or sponsor) or from the ministry responsible for child care (as a capital funder of child care programs). Thirty-five percent of the respondents indicated that the sponsor contributed staff time to assist in the start-up, 9.2% stated that they received donations from an employee or union group, and 14.6% undertook fundraising.

The child care programs

Schedules

In more than half of the surveyed workplaces that sponsored child care centres, at least some employees worked other than a regular day time schedule. In addition to rotating, as well as regular evening and night shifts, some centres reported that employees in their workplace worked split shifts, had extra shifts added on short notice and worked on a part time and casual basis. Several worksites operated 24 hours a day, 365 days a year.

One hundred and one of the child care centres (73.2%) operated within the hours of 7 a.m. to 6 p.m. Of the 37 centres which were open "extended" hours, most were open an additional 1/2 to 1 hour. Only 19 centres remained open after 6 p.m., even though 58 of the total group of centres had received requests to be open for additional hours. Two centres were open as late as 9 p.m. on a regular basis, one of these until 1 a.m. An additional centre would remain open until 9:30 a.m. upon request. Two centres offered weekend care. There were no work-related centres that were open 24 hours per day and only one program that served a workplace where employees worked shifts matched the operating hours of the child care to those of the workplace.

Flexibility

Enrolment in many of the centres was somewhat flexible. 21.2% of centres permitted full-time enrolment only, 55% enroled children on both a full-time and part-time basis, 0.7% offered drop-in care and 22.6% of programs accommodated all three types of enrolment.

Fees

One hundred and nineteen of the centres (86%) permitted community parents to enrol their children in the program but 84% of those centres gave priority to employee parents. Many of the centres permitting community use charged the same fee to all parents and some (22) charged a somewhat higher fee. In the 22 centres where community parents paid a higher fee than employee parents, the fee differential ranged from $3.00 per week to $40.00 per week, with a mean of $13.50. Respondents indicated that the fees in 63% of the centres were comparable to those at other child care centres in their community for employee parents and 67% were comparable for community parents. Nine centres indicated that fees were higher at their centre than the average in the community for both employee and community users. Ninety-two percent of the centres were able to access government subsidies for eligible parents. Tables 4, 5 and 6 present data about fees.

Table 4.

RANGE OF WEEKLY FEES IN WORK-RELATED CHILD CARE CENTERS IN CANADA, 1991

AGE GROUP	FEES FOR EMPLOYEE USERS	FEES FOR COMMUNITY USERS
INFANTS	$ 75.00 - 225.00	$ 83.00 - 225.00
TODDLERS	$ 60.00 - 205.00	$ 65.00 - 205.00
PRESCHOOLERS	$ 55.00 - 205.00	$ 72.50 - 205.00
SCHOOL AGE	$ 21.90 - 120.00	$ 21.90 - 112.25

Table 5.

MEDIAN WEEKLY FEES IN WORK-RELATED CHILD CARE CENTRES IN CANADA, 1991

AGE GROUP	FEES FOR EMPLOYEE USERS	FEES FOR COMMUNITY USERS
INFANTS	$ 122.50	$ 130.00
TODDLERS	$ 100.00	$ 110.00
PRESCHOOLERS	$ 95.00	$ 100.00
SCHOOL AGE	$ 78.75	$ 80.00

Table 6.

MEDIAN WEEKLY FEES IN WORK-RELATED CHILD CARE CENTRES BY PROVINCE AND AGE GROUP, 1991

AGE GROUPS	NFLD	PEI†	N.S.	N.B.†	QUE	ONT	MAN	SASK†	ALTA	B.C.
WEEKLY EMPLOYEE USER FEES										
INFANT			116.60	100.00	95.00	193.75	132.25		97.13	133.00
TODDLER	75.00	60.00	106.13	100.00	90.63	145.00	130.00	80.77	91.00	127.00
PRESCHOOL	77.50	60.00	106.00	80.00	91.15	125.77	94.75	80.77	87.26	92.00
SCHOOL-AGE	66.00		103.03		88.75	75.00	87.00	40.38	99.00	40.38
WEEKLY COMMUNITY USER FEES										
INFANT			116.60	100.00	96.13	169.73	130.00		99.00	139.00
TODDLER	75.00	85.00	106.13	100.00	91.25	150.00	130.00		92.00	132.13
PRESCHOOL	75.00	80.00	100.50	80.00	92.50	126.00	98.13		90.00	101.00
SCHOOL-AGE	60.00		95.00		88.75	79.38			78.00	40.38

†In each of these provinces, there was only one work-related child care centre. No data available for the Territories.

Auspice

The majority of work-related child care centres were run by separately incorporated non-profit organizations. Of the 135 work-related child care centres for whom this data was available, 106 were run in this manner. Table 7 shows the types of operators responsible for the centres.

Table 7.

TYPE OF OPERATOR OF WORK-RELATED CHILD CARE CENTRES, 1991

OPERATOR	FREQUENCY
A SEPARATELY INCORPORATED NON-PROFIT CHILD CARE BOARD	106
A VOLUNTARY AGENCY OR MULTI-SERVICE AGENCY	13
A DEPARTMENT OF THE SPONSORING ORGANIZATION	8
AN INDEPENDENT OWNER/OPERATOR	6
OTHER	2

n = 135

Reported problems

Respondents reported that their programs faced a number of problems. Forty-four percent of respondents reported that they experienced general financial problems, 36% experienced low enrolment, 21% percent lack of subsidized spaces, and 14% experienced high staff turnover.

Other problems noted, in response to an "other" category were lower than average pay for staff, difficulty in attracting employee families, high turnover of children, reduced support from the employer and lack of adequate space.

Benefits and disadvantages

In two open-ended questions, respondents were asked what they considered to be the benefits and disadvantages of their work-related child care centres. The responses to the question on the benefits of the work-related child care centre were coded into the five main groupings listed below. One hundred and thirty seven respondents answered this question.

- 70% of respondents said accessibility for parents was a benefit
- 40% mentioned opportunities for parent involvement
- 20% said availability of resources
- 15% mentioned the high quality of the program
- 11% mentioned good working conditions

Other responses included positive comments related to financial support (9% of respondents), to improved recruitment and retention and productivity, and reduced absenteeism of staff (5%) as well as physical space and a stable clientele.

Eighteen respondents did not respond when asked about disadvantages of the work-related child care centres. The 119 responses were coded into the following four main categories:

- 35% said there were no disadvantages
- 20% mentioned disadvantages related to finances
- 15% mentioned the location
- 11% reported disadvantages related to the hours of operation†

†This response included comments related to too long hours for child care staff and children, as well as lack of weekend care or inadequate hours for working parents.

Other responses about disadvantages included poor physical space (7% of respondents), problems with the employer (6%) and poor quality of the programs and problems with competition with community-based programs.

DISCUSSION

Are the assumptions about work-related child care supported by the findings?

Assumption 1: Work-related child care is a growing trend.

The number of work-related child care centres has grown considerably since the last comprehensive inventory was collected in 1984. However, the supply of regulated child care has also increased at about the same rate. In the *Study of Work-related Day Care in Canada* conducted for the Task Force on Child Care, 79 work-related child care centres, with a total capacity of 3,477 spaces, were identified (Beach & Rothman, 1984). In the same year there was a total of 149,965 regulated centre-based spaces in the country (Health and Welfare, Canada, 1984); work-related child care spaces represented 2.3% of this total. In January, 1992, the survey found 176 work-related child care centres with

a capacity of 8,676 spaces. At the same time there was a total of 333,082 regulated centre-based spaces in the country, 2.6% of which were work-related. A 0.3% increase in the proportion of work-related child care centre-based spaces does not constitute a trend.

It is interesting to note that, of the 79 centres identified in the 1984 study, 23 (29%) do not appear in this inventory. Several had closed, some no longer served any employees or did not currently receive support from the employer/sponsor or no longer met other defining criteria.

Assumption 2: Financial support from employers can reduce the need for public dollars.

The survey found that most of the centres received public dollars through regular grants and fee subsidies. In addition, some centres received support through public dollars in ways not available to other child care centres. Most respondents to the survey indicated that they received a government grant to assist with the establishment of the child care centre. Eligible parents in 92% of the centres could access government fee subsidies.

In response to a series of questions about ongoing support from the sponsor, 13.3% of public sector programs and 19.2% of private sector programs stated that they received operating grants; 9.4% of public sector programs and 35% of private sector programs said they received funding to offset operating deficits. It is important to note that 78% of the surveyed work-related child care programs were sponsored by public sector employers. Support to this group by their sponsors was provided from tax dollars whether it took the form of capital, start-up, an ongoing operating grant or assumption of a deficit.

Only one of the programs sponsored by the private sector that provided funding to cover operating deficits was separately incorporated; the others were run directly by their sponsoring organizations. This means that there were possible tax advantages to those organizations which allowed them to write off deficits of their child care programs. This may have resulted in foregone tax revenue, a government subsidy.

It appeared that the level of government support to work-related child care centres was at least comparable to, and probably exceeded that of community-based programs. One may question the fairness of such support as 89.1 % of the programs had some form of eligibility restrictions for enrolment. Unlike most community-based programs which generally accept children on a first-come, first served basis, only 10.1% of the work-related child care centres had such a policy. Community children were not accepted at 13.1% of the centres and at 75.9% of centres priority was given to employees.

Assumption 3: Work-related centres provide affordable child care.

The majority of centres surveyed stated that they charged fees which were comparable to or higher than those in neighbouring community-based child care centres for employee parents (70.1% for employee parents and 75.7% for community parents). Of the 27 public sector work-related child care centres with lower-than-average fees, six were only lower for employees' children; in the private sector-sponsored centres, eight of the 10 centres with lower than average fees were lower only for employees' children.

When compared to the average parent fees in each province for full-time preschool care (Childcare Resource and Research Unit, In press), the average comparable fees charged for employees' children in work-related child care centres were somewhat higher. In New Brunswick and Prince Edward Island (where each province had only one work-related child care centre) the fees were lower than the reported average at centres province-wide. In the one work-related child care centre in the North West Territories, there is no fee for the provision of care. In the other seven provinces, the average preschool fee in a work-related child care centre was higher than the overall average fee for all centres.

Assumption 4: Work-related child care centres are flexible and are responsive to the particular child care needs of the sponsoring workplace.

All employees worked regular day time schedules in fewer than half of the workplaces which sponsored work-related child care centres. Yet 73% of the child care centres were only open between the hours of 7 a.m. and 6 p.m. Forty-two percent of centres reported that there had been a demand for the child care centre to be open for additional hours. In programs where there had been a demand for additional hours, the main barrier to providing when it was the cost. In programs that were open additional hours, only one matched the actual hours of operation of the organization.

Work-Related Child Care within the Broader Policy Context

The data presented in this report were collected in order to test four assumptions about work-related child care. None of the four were supported by the information gathered. The findings raise some questions about the roles played by work-related child care within the broader context of child care policy.

There are two pertinent questions which arise. The first is a practical question associated with the findings from the survey: If work-related child care does not provide much of a solution to the persistent problems of Canada's current child care situation (availability of appropriate programs and affordability), does it have a particular role to play?

A second question is a broader one related to child care/social policy in a more general sense: Is it appropriate to rely on the efforts of individual employers (or unions) to ensure that the child care needs of children and families will be met? This question about the appropriate roles of public policy vs. private solutions is an especially important one in light of the current debate about the role of Canadian governments in social programs.

A practical solution?

The answer to the first question (does work-related child care have a particular role to play?) is that what emerges from the work-related child care centre survey is a picture of services which, in some ways, are not very different from other Canadian child care programs. The survey found that most of the work-related centres received public funding - start-up grants, direct or operating grants and other funds (discussed below) as well as fee subsidies on behalf of parents - paid out of public tax revenues. At the same time, many surveyed centres reported the same kinds of difficulties (44% reported general financial problems, 36% reported low enrolment, 21% reported lack of fee subsidies) as other, community-based, child care centres.

Employers do not pay for work-related child care: employer contributions -monetary or in-kind - are generally quite limited. Not surprisingly, therefore, parent fees at most of the centres were at least as high as those for child care in the community. Neither is work-related child care "provided" by employers: very few of the centres belonged to the employers or were part of the workplace in a legal sense. Most of the centres surveyed were run by separately incorporated non-profit organizations operated by voluntary boards, very much like many other child care programs in Canada.

On the other hand, work-related child care centres provide care to targeted populations; families outside the workplace have limited access to work-related child care programs paid for in part through their tax dollars. Although they serve targeted populations, however, work-related child care centres have access to several forms of public funding, perhaps to more forms of public funding than ordinary child care centres.

The surveyed work-related centres not only received a portion of the limited public funding available to child care programs generally but specially designated capital and start-up grants have been available to them in some regions. In Ontario, for example, work-related child care was a priority area for both capital and operational start-up assistance, in order "to support the development of licensed non-profit, work-related child care services sponsored by private and public service organizations" (Ontario Ministry of Community and Social Services, 1985). Additional public funds are accessed through the contributions of the employer-sponsors, most of whom are public sector employers like hospitals, provincial, federal and local governments, school boards - all tax-supported institutions. Any funds or in-kind contributions made by these public sector sponsors are paid for by taxpayers.

It is not suggested that the efforts of employers and the sponsoring workplaces who facilitate and support these centres are not valuable. The survey found that work-related centres provided more than 8500 regulated child care spaces as of January 1992, including a somewhat higher-than-average share of much-needed infant care. Beyond doubt, the addition of these child care spaces must be viewed positively from the point of view of the families who use the child care and as a useful addition to child care supply in general.

Public policy or private solution?

The second question associated with the concept of work-related child care is a broader one: Is it appropriate to rely on the efforts of individual employers (or unions) to ensure that the child care needs of children and families will be met? Should a service as vital to family well-being and children's development as child care be left to voluntary individual efforts and the marketplace or should it be a matter for public policy?

This question arises because, during the past decade, the concept of work-related child care has come to play a role which is hard to view as positive. This is related to the way work-related child care has been positioned in the decade-long debate about Canadian child care policy. Too often, work-related child care has been studied or discussed in isolation, without situating it within a policy context and without reflecting on who uses the programs (a select group of families), who operates them (usually voluntary boards) and who pays for the child care (parents and taxpayers). Work-related child care has sometimes been suggested as a logical step towards a solution to Canada's child care dilemma without contemplating the small contribution it actually makes. For example:

> In 1990, there were more than 1.3 million preschoolers (under age 6) and 1.7 million school-age children (aged 6-12) whose mothers were in the labour force... However, in 1990, there were just 321,000 licensed spaces, up from 298,000 in 1985, 109,000 in 1980 and just 17,000 in 1971 (Burke, Crompton, Jones & Nessner, 1991:12).

The report goes on to conclude:

> The continuing movement of women into the labour force, and the increase in lone-parent families will provide a growing demand for a variety of forms of child care. *Some employers in the private and public sectors are responding to this demand by offering their employees child care associated with the workplace* (Italics added) (Burke, et al., 1991:15).

Another example of the use (or misuse) of the concept of work-related child care in the discussion of public policy may be found in a Decima Research poll commissioned by the federal government in April, 1991. Respondents were asked:

> Who, in your opinion should be primarily responsible for paying for and providing child day care services for parents who work? Should it be... parents, private businesses and employers, the federal government, the provincial government, or a combination?

Even though only 11% of respondents answered "business and employers", one of the six conclusions of the report is:

> Canadians find the idea of their employer doing more to assist them with their child care needs to be very attractive. While current economic conditions are difficult, we expect public support for corporate child care programs to accelerate in the future (Decima Research, 1991:30).

It should be noted that few industrialized countries promote this version of child care or rely on employers to provide or finance child care at their workplaces. The conspicuous exceptions are the United States and the United Kingdom, both nations whose conservative governments in the last decade have not demonstrated enthusiasm for a key role for government in service provision (Moss, 1990).

However, because the Canadian discussion about child care policy draws (often inappropriately) on American approaches, models and research, work-related child care is sometimes presented as a direction for developing a solution for Canada's child care situation. In this way, the concept of work-related child care has had a deceptive impact on discussion about Canadian child care policy. If the model of work-related child care (indeed, an idealized model) is advanced as a good way to solve the child care difficulties of Canadian families, finding a real solution may be obstructed.

During the past decade, Canada has not moved much closer to the adequate provision of child care for Canadian families. Indeed, as we pointed out earlier, in several ways, the situation is worse than it was ten years ago. This is true in the United States as well (Whitebook, Phillips & Howes, 1993).

During the same decade, the countries of the European Community (with the exception of the United Kingdom) have generally strengthened their child care situations. The route to this has been through enhanced social policy providing publicly funded child care/early childhood education for all children, not through promoting voluntary efforts of individual workplaces. Work-related child care is a relative rarity in western (and, indeed, in eastern) Europe. In Europe, child care tends to be located in residential communities, is

substantially publicly funded and is (in principle) universally accessible, at least for children over 2 1/2 or 3 years. Peter Moss, Chair of the Child Care Network of the Commission of the European Communities has commented on how the Community's Child Care Network perceives the role of work-related child care within public child care policy:

> Employers should not be expected to provide an alternative to a proper system of publicly funded 'care and education' services. At best, and this may be a valuable contribution, they can fill some gaps until such a service is developed and offer a supplementary, workplace-based provision for parents who may prefer this option...(Moss, 1990:58).

CONCLUSION

Work-related child care is not an answer to Canada's child care situation. It is not a solution from a practical point of view; it is a discretionary, individual response to a societal issue, not a public policy solution.

Analysis of well-developed child care systems in western Europe and the more poorly developed free market, voluntary model of the United States suggests that if Canadian families are to have child care which meets their needs, the answer will be found in public policy. Analyses of other policy areas like health care and child care in other countries suggests that individual solutions (like work-related child care) are neither practical nor effective. Nor are they appropriate in Canada if its tradition of public policy solutions to societal issues is to be maintained.

It has been suggested that Canada is at a crossroads which leads to two different views of the role of government in the area of social programs. Social policy writer Linda McQuaig points out that Canada has traditionally hovered between an American exclusive or residual approach to the provision of community health and welfare and the more inclusive European approach in which government takes the lead in ensuring that members of the community can access essential social welfare programs like health care, education, child care and income maintenance (McQuaig, 1993).

In Canada in the past, workplaces often played a role in providing social programs (like health insurance) in the vanguard of the development of public policy. As public policy developed, these programs were encompassed within a broader, more inclusive, community-provided, publicly-funded program. Canadian child care is today in a analogous situation. As McQuaig suggests:

> ...we should remind ourselves that we do have a choice of directions and that the direction we choose will ultimately determine the kind of society we live in (McQuaig, 1993:8).

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INVENTORY OF SURVEYED WORK-RELATED CHILD CARE CENTRES

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
NEWFOUNDLAND				
BO-PEEP DAYCARE #1 Box 12400, Hydro Building, Columbus Drive St. John's, NEWFOUNDLAND A1A 4G5	1989	Newfoundland & Labrador Hydro	25	toddlers, preschoolers & school-age
BO-PEEP DAYCARE #2 Newfoundland & Labrador Housing Building 2 Canada Drive St. John's, NEWFOUNDLAND	1990	Newfoundland & Labrador Hydro	25	toddlers, preschoolers & school-age
CONFEDERATION BUILDING DAY CARE CENTRE CO-OPERATIVE SOCIETY LIMITED P.O. Box 9033, Station B St. John's, NEWFOUNDLAND A1A 2X3	1987	Government of Newfoundland & Labrador	50	preschoolers
LITTLE FOLKS DAY CARE Hayes-Escasoni Complex, 10 Escasoni Place St. John's, NEWFOUNDLAND A1A 3R6	1992	Hayled-Escasoni	22	n/a
PRINCE EDWARD ISLAND				
FRECKLES DAYCARE 20 Upper Prince Street Charlottetown , PRINCE EDWARD ISLAND C1A 4S3	1989	D.P. Murphy Inc.	34	toddlers & preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
NOVA SCOTIA				
C.F.B. CORNWALLIS DAYCARE Building # 37 C.F.B. Cornwallis, NOVA SCOTIA B0S 1H0	1986	Department of National Defense	49	preschoolers & school-age
PLEASANT STREET DAYCARE 270 Pleasant Street Dartmouth, NOVA SCOTIA B2Y 3S3	1989	Nova Scotia Hospital	35	toddlers & preschoolers
MARITIME CHILDREN'S CENTRE 1505 Barrington Street Halifax, NOVA SCOTIA B3J 3K5	1989	Trizec Corporation and the Maritime Telephone & Telegraph Company	44	toddlers, preschoolers & school-age
NORTHWOOD CHILD CARE CENTRE 2615 Northwood Terrace Halifax, NOVA SCOTIA B3K 3S5	1969	Northwood Care Incorporated	36	toddlers, preschoolers & school-age
PURDY'S WHARF CHILDREN'S CENTRE 1969 Upper Water Street, Suite 207, Halifax, NOVA SCOTIA B3J 3R7	1991	Purdy's Wharf	48	n/a
VG CHILD CARE CENTRE 5718 South Street Halifax, NOVA SCOTIA B3H 1S4	1990	VG Hospital	42	infants, toddlers, preschoolers & school-age
YMCA CAMP HILL CHILDREN'S CENTRE 1763 Robie Street Halifax, NOVA SCOTIA B3H 3G2	1990	Camp Hospital	26	n/a

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
		NEW BRUNSWICK		
YMCA "FIRST STEPS" CHILD CARE CENTRE 190 West Lane Moncton, NEW BRUNSWICK E1C 6Z8	1991	The Moncton Hospital	49	infants, toddlers, preschoolers & preschoolers
		QUEBEC		
GARDERIE CLÉ DE SOL 2525 Chemin de la Canardière Beauport, QUÉBEC G1S 2G2	1979	Hôpital Robert-Giffard	60	infants, toddlers, preschoolers & school-age
GARDERIE MONSIEUR GROSSE BEDAINE 2915 Bourg-Royal Beauport, QUÉBEC G1C 3S2	1978	Centre d'accueil Mont d'Youville	60	toddlers & preschoolers
GARDERIE DOMISOL 1250 rue Nobel Boucherville, QUÉBEC J4B 5K1	1987	Rénovateurs Rona	23	toddlers
GARDERIE L'OISEAU BLEU 500, boul. Bélanger Buckingham, QUÉBEC J8L 2M4	1978	Centre hospitalier de Buckingham	52	n/a
LA GARDERIE COMMUNAUTAIRE KATERI INC. 90 boul. Marie-Victorin Candiac, QUÉBEC J5R 1C1	1977	Centre local de services commautaires Kateri	60	infants, toddlers & preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
GARDERIE LE CACHOLOT INC 200 boul. Brisebois Châteauguay, QUÉBEC J6K 4W8	1991	Centre hospitalier Anna-Laberge	43	infants, toddlers & preschoolers
GARDERIE LES TROTTINEURS INC. 305 St-Vallier Chicoutimi, QUÉBEC G7H 5H6	1978	Hôpital de Chicoutimi	45	toddlers & preschoolers
GARDERIE GRAND-MERE DOUCEUR 20 rue Dunkin Drummondville, QUÉBEC J2B 8E2	n/a	Hôpital Ste-Croix	65	n/a
GARDERIE SUR UNE PATTE Celanese Canada C.P. 580 boul. St. Joseph Drummondville, QUÉBEC J2B 6W7	1980	Celanese Canada	58	toddlers & preschoolers
GARDERIE AEROPUCE INC. 620 Stuart Graham Sud Dorval, QUÉBEC H4Y 1G3	1987	Compagnie Aerienne and Transport Canada	60	infants, toddlers & preschoolers
LA JARDINIERE C.H.U. INC. 3001-12 Avenue Nord Fleurimont, QUÉBEC J1H 5N4	1975	Centre hôpital universitaire	49	infants & toddlers
GARDERIE NEZ-A-NEZ INC. 220 rue des Erables Granby, QUÉBEC J2G 9B1	n/a	Hôpital Granby	68	n/a

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
GARDERIE LA MAGIE ROSE 145 boulevard Taschereau Greenfield Park, QUÉBEC J4V 2H1	n/a	n/a	59	n/a
LA GARDERIE DU PORTAGE 150 Promenade du Portage Hull, QUÉBEC J8X 2K3	1983	Ministère d'emploi et immigration du Québec	60	infants, toddlers & preschoolers
GARDERIE JOS MONTFERRAND 170 Hotel de Ville Local 1.120 Hull, QUÉBEC J8X 4C2	1988	Palais de justice	49	infants, toddlers & preschoolers
LA JEUNE RONDE INC. 140 boul. Lionel Emond Hull, QUÉBEC J8X 6M3	1983	Hôpital de Hull	69	n/a
LA CACHETTE INC. 1755 boul. René Laennec Laval, QUÉBEC H7M 3L9	1960	Centre hospitalier de Laval	60	infants, toddlers & preschoolers
GARDERIE CLAIRE JOEL INC. 310 boul. Cartier Laval, QUÉBEC, H7N 2J2	n/a	Maison Notre-Dame de Laval	35	n/a
GARDERIE LA RELEVE INC. 3 Place du Souvenir Laval, QUÉBEC H7V 1W7	1988	Ville de Laval	60	infants, toddlers & preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
GENIES EN HERBE GL 1 Place Laval Laval, QUÉBEC H7N 1A1	n/a	n/a	68	n/a
LE LABO DES PETITS INC. C.P. 403 Succursale St. Martin Laval, QUÉBEC H7S 2A4	1990	Les Laboratoires Nordic Inc.	n/a	n/a
LA CHIFFONNELLE GARDERIE COOPÉRATIVE (LEVIS) 150, avenue des Commandeurs Lévis, QUÉBEC G6V 6P8	1981	Fédération des coopératives	50	n/a
L'AUTRE GARDERIE INC. 1600 rue Parthenais Montréal, QUÉBEC H2K 3S2	1986	Société d'état Radio Québec	60	infants, toddlers & preschoolers
LE CERF-VOLANT 3 Complexe DesJardins, tour nord, C.P. 815 Montréal, QUÉBEC H5B 1B9	1989	Ministère du revenu du Québec	30	preschoolers
FLEUR DE PAPIER 11.011 Maurice Duplessis Montréal, QUÉBEC H1C 1V6	1983	Métro Riche Lieu Inc.	42	toddlers & preschoolers
GARDERIE A LA CLAIR FONTAINE 7401 rue Hochelaga Montréal, QUÉBEC H1N 3M5	1976	Hôpital Louis H. Lafontaine	60	infants, toddlers & preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
GARDERIE "AU PAYS DE L'ARC-EN-CIEL" 6105 Chatelain Montréal, QUÉBEC H1T 3W5	1986	Hôpital Maisonneuve-Rosemont	60	infants, toddlers, preschoolers & school-age
GARDERIE AU PAYS DES SCHTROUMPTS 5200 Bélanger Montréal, QUÉBEC H1T 1C9	1978	l'Hôpital Marie Enfant	55	infants, toddlers & preschoolers
GARDERIE AUTOUR DU MONDE INC. 4273 Drolet Montréal, QUÉBEC H2W 2L7	1984	Ministère des communautés culturelles et de l'immigration du Québec	60	infants, toddlers & preschoolers
GARDERIE CARDIO-PUCES 6825 rue Viau Montréal, QUÉBEC H1T 2Y9	1991	Institut de cardiologie de Montréal	60	infants, toddlers & preschoolers
GARDERIE AU CHATEAU DE GRAND-MERE 11850, Bois de Boulogne Montréal, QUÉBEC H3M 2X7	n/a	Hôpital St-Joseph de la Providence	70	n/a
GARDERIE CHATEAU DES NEIGES 4565 Queen Mary Montréal, QUÉBEC H3W 1W5	1987	Centre hospitalier Côte des Neiges	53	infants, toddlers & preschoolers
GARDERIE DES DEUX MONDES 2085 Drummond, ler étage Montréal, QUÉBEC H3G 1W6	n/a	Alcan	37	n/a

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
GARDERIE DES ENFANTS D'ICI 10755 Georges Baril Montréal, QUÉBEC H2C 2N5	n/a	n/a	54	n/a
GARDERIE L'ENFANFRELUCHE 3484 rue de la Montagne Montréal, QUÉBEC H3G 2A6	n/a	S & C Engineering Inc.	60	n/a
GARDERIE L'ENFANFRELUCHE 2 1105 Stanley Montréal, QUÉBEC H3B 2S6	n/a	S & C Engineering Inc.	35	n/a
GARDERIE DE L'HÔPITAL GÉNÉRAL DE MONTRÉAL 1650 ave. Cedar, Suite 001 Montréal, QUÉBEC H3G 1A4	1989	Hôpital général de Montréal	60	infants, toddlers & preschoolers
GARDERIE DU PASSE-TEMPS 1725 boul. Gouin est Montréal, QUÉBEC H2C 3H6	1984	Centre d'accueil Edmond Laurendeau	21	toddlers & preschoolers
GARDERIE LE PETIT PALAIS 85 Notre Dame est Montréal, QUÉBEC H2Y 1B5	1989	Ministère de la justice du Québec	60	infants, toddlers & preschoolers
GARDERIE LE PETIT RESEAU 1250 rue Jeanne-Mance Montréal, QUÉBEC H2G 2J3	1988	Hydro Québec	60	infants, toddlers & preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
LA GARDERIE DE LA PLACE VILLE-MARIE 4 Place Ville-Marie, Plaza 12437 Montréal, QUÉBEC H3B 2E7	n/a	Comp Trizec Place Ville-Marie	47	n/a
GARDERIE LE REPERE DES MOUSSES INC. 6955 31e avenue Montréal, QUÉBEC H1T 3E9	1986	Carrefour des jeunes de Montréal	46	toddlers & preschoolers
GARDERIE LES MINIS 500 rue Sherbrooke ouest Montréal, QUÉBEC H3A 3G6	1990	Loto Québec	60	infants, toddlers & preschoolers
GARDERIE PICASSO 7070 boul. Perras Montréal, QUÉBEC H1E 1A4	1971	Hôpital Rivière des Prairies	70	infants, toddlers, preschoolers & school-age
GARDERIE STE-JUSTINE INC. 3180 Ellendale Montréal, QUÉBEC H3S 1W3	1979	Centre hospitalier Sainte-Justine Inc.	57	infants, toddlers & preschoolers
GARDERIE TCHOU TCHOU 125 rue Houde St. Laurent Montréal, QUÉEBEC H4N 2J3	1983	L'Office national du film	30	preschoolers
GARDERIE VIVE L'ENFANT 3969 Saint-Antoine ouest Montréal, QUÉBEC H4C 1B7	1990	Imperial Tobacco Ltée.	45	infants, toddlers & preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
GARDERIE VIROULU 840 boul. René-Levesque est Montréal, QUÉBEC H2L 2L4	1990	Centre hospitalier Jacques-Viger	43	infants, toddlers & preschoolers
LA GARE DE RIRES 935 rue de la Gauchetière ouest Montréal, QUÉBEC H3B 2M9	1986	Canadien National	52	infants, toddlers & preschoolers
LE JARDIN DE LA RELEVE 1611 boul. Crémazie est Montréal, QUÉBEC H2M 2P2	1989	Provigo Distribution Inc.	42	toddlers & preschoolers
PAVILLON DES TOUT-PETITS 2123 Plessis Montréal, QUÉBEC H2L 2Y4	1986	Hôpital Notre-Dame	60	infants, toddlers & preschoolers
POMME DE REINETTE 300 rue Viger est Montréal, QUÉBEC H2X 3W4	1980	Banque Nationale du Canada	60	infants, toddlers & preschoolers
ROYAL VICTORIA HOSPITAL DAY CARE CENTRE 687 Pine Avenue West, Room F401 Montréal, QUÉBEC H3A 1A1	1981	Royal Victoria Hospital	55	infants, toddlers & preschoolers
GARDERIE DE LA COLLINE 1075 Berthelot Québec City, QUÉBEC G1R 2E8	1985	Gouvernement du Québec	60	infants, toddlers & preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
GARDERIE FANFOU 10 rue de l'Espinay Québec City, QUÉBEC G1L 3L5	1980	Saint François d'Assise	45	n/a
GARDERIE FEU VERT 1075 Chemin Sainte-Foy Québec City, QUÉBEC G1S 2M1	1979	Ministère santé et services sociaux	37	toddlers & preschoolers
GARDERIE LA BECQUEE 2275 avenue du Vitré Québec City, QUÉBEC G1J 5B3	n/a	Hôpital L'Enfant-Jésus	61	n/a
GARDERIE LE PALAIS DES BOUTS DE CHOUX INC. 300 boulevard Jean-Lesage, R.C. 06 Québec City, QUÉBEC G1K 8K6		Palais de justice	47	n/a
GARDERIE LES PETITS CHEMINOTS 333 boulevard Jean-Lesage C.P. 19600 Québec City, QUÉBEC G1K 8YG	1991	Societé d'assurance automobile du Québec	48	infants, toddlers & preschoolers
GARDERIE MATIN SOLEIL 2220 René-Gaultier Varennes, QUÉBEC J3X 1E3	1978	Centre local de services communautaires des Seigneuries	47	infants, toddlers & preschoolers
GARDERIE LA RIBOULDINGUE 525 Boul. Wilfred Hamel, Local C-107 Québec City, QUÉBEC G1M 2S8	1980	Centre François-Charon	55	infants & toddlers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
GARDERIE O MILLE BALLONS B.F.C. St-Jean Richelain, QUÉBEC J0J 1R0	1988	Department de défense nationale	30	infants, toddlers & preschoolers
GARDERIE L'ANODE MAGIQUE INC. 36-6, 6e rue Rouyn-Noranda, QUÉBEC J9X 1Y7	1991	Minéraux Noranda Division Horne	60	infants, toddlers & preschoolers
GARDERIE LE CEP INC. 3, 9e rue Rouyn-Noranda, QUÉBEC J9X 2A9	1974	Centre hospitalier Rouyn-Noranda	60	n/a
GARDERIE ALAKAZOUM INC. 3230 rue Sicotte Saint-Hyacinthe, QUÉBEC J2S 2M2	n/a	JTA de Saint-Hyacinthe	40	n/a
LA GARDERIE AU PIED DU MONT 705 boul. Clairevue ouest St-Bruno, QUÉBEC J3V 6B6	1987	Hydro Québec	28	toddlers & preschoolers
LA MARMAILLERIE INC. 220 Principale, C.P. 126 St. Ferdinand, QUÉBEC G0N 1N0	1981	Hôpital St. Julien	40	toddlers & preschoolers
LA GARDERIE DU CHUL INC. 2721 rue Tremblay Sainte-Foy, QUÉBEC G1W 1C2	n/a	Chul Inc.	61	n/a

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
GARDERIE MARIE GODARD 3800 Marly, Bureau 131 Sainte-Foy, QUÉBEC G1X 4A5	1985	Ministère du revenu and ministère de l'environnement	45	infants, toddlers & preschoolers
GARDERIE LA NICHÉE INC. 2725 Chemin Ste-Foy Sainte-Foy, QUÉBEC G1V 4G5	1986	Hôpital Laval	48	toddlers & preschoolers
GARDERIE "LA PETITE COUR" 1200 Route L'Église Sainte-Foy, QUÉBEC G1V 4M1	1984	Ministère de la justice du Québec	34	toddlers & preschoolers
LE PANDORE 1050 Chemin Ste-Foy Sainte-Foy, QUÉBEC G1S 4I8	1979	Hôpital du St-Sacrement	60	infants, toddlers & preschoolers
GARDERIE L'ESCOUADE DES MIOCHES BFC Montréal 102 rue Leckie St. Hubert, QUÉBEC J3Y 574	n/a	Base des forces armées Montréal, St-Hubert	75	n/a
GARDERIE LA GAMINERIE INC. 1277 boul. Forest Val d'Or, QUÉBEC J9P 5H3	1978	Centre-hospitalier Gaminerie	75	n/a
CENTRE DE JOUR PISTACHE INC. 4000 boul. laSalle Verdun, QUÉBEC H4G 2A3	1979	Hôpital Verdun	45	n/a

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
GARDERIE FUNVILLE 6875 boul. Lasalle Verdun, QUEBEC H4H 1R3	n/a	Hôpital Douglas	61	n/a
GARDERIE PARMINOU INC. 4000 boul. Lasalle Verdun, QUEBEC H4G 2A3	1983	Centre hospitalier de Verdun	41	toddlers & preschoolers
ONTARIO				
HYDRO-DURHAM COLLEGE EARLY LEARNING CENTRE 230 Westney Road South Ajax, ONTARIO L1S 7J5	1991	Ontario Hydro	56	infants, toddlers & preschoolers
BASE BORDEN DAY CARE CENTRE Building P-14, Cambra Road, CFB Borden Borden, ONTARIO L0M 1C0	1980	Canadian Forces Base Borden	63	n/a
CATUNDRA DAY CARE CENTRE INC. 380 Dundas Street West Belleville, ONTARIO K8P 1B2	1984	Sir James Whitney School	40	infants, toddlers & preschoolers
GROWING TOGETHER FAMILY RESOURCE CENTRE R.R. #1 Blenheim, ONTARIO N0P 1A0	1983	Southwest Regional Centre	100	infants, toddlers, preschoolers & school age

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
BROCKVILLE PSYCHIATRIC HOSPITAL DAY CARE CENTRE P.O. Box 1050 Brockville, ONTARIO K6V 5W7	1986	Brockville Psychiatric Hospital	47	infants, toddlers, preschoolers & school-age
TIGGER HOUSE DAY CARE 27 Grand Avenue South Cambridge, ONTARIO N1S 2L5	1985	Tiger Brand Knitting Company Ltd.	37	infants, toddlers, preschoolers & school-age
KENT KIDDIE KOLLEGE 615 Richmond Street Chatham, ONTARIO N7M 5K8	1985	Best Western Wheels Inn	86	infants, toddlers, preschoolers & school-age
KIDS' STUFF...THE FAMILY LEARNING CENTRE ON THE THAMES 995 Grand Avenue West Chatham, ONTARIO N7M 5K3	1990	Union Gas and St. Clair College	84	infants, toddlers & preschoolers & school-age
GLOBAL PLAYHOUSE CHILDCARE CENTRE INC. 17 Donway East Don Mills, ONTARIO M3C 1X6	1986	Global Communications, Harlequin Books, and C.B.S. Records/Sony	53	n/a
DOWNSVIEW CHILD CARE CENTRE 1201 Wilson Avenue Downsview, ONTARIO M3M 1J8	1989	Ministry of Transportation, Government of Ontario	48	infants, toddlers & preschoolers
SUNBURST CHILDREN'S CENTRE INC. 4905 Dufferin Street Downsview, ONTARIO M3H 5T4	1982	Environment Canada, Government of Canada	34	infants, toddlers & preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
ALDERBUDS CHILD CARE CENTRE OF ETOBICOKE 399 The West Mall Etobicoke, ONTARIO M9C 2Y2	1989	City of Etobicoke	49	infants, toddlers & preschoolers
CO-OP KIDS CO-OPERATIVE DAY CARE INC. 152 Macdonell Street Guelph, ONTARIO N1H 2Z6	1987	The Co-operators	48	preschoolers
WORKSIDE DAY CARE CENTRE 148 Delhi Street Guelph, ONTARIO N1E 4J8	1986	Homewood Health Centre	43	infants, toddlers & preschoolers
CHEDOKE-MCMASTER HOSPITAL DAY CARE CENTRE P.O. Box 2000, Long Bisby Building Hamilton, ONTARIO L8N 3Z5	1984	Chedoke-McMaster Hospital	60	n/a
HAMILTON CIVIC HOSPITALS EMPLOYEES CO-OPERATIVE CHILD CARE CENTRE INC. 711 Concession Street Hamilton, ONTARIO L8V 1C3	n/a	Hamilton Civic Hospital	56	infants, toddlers & preschoolers
PLADEC DAY CARE CENTRE 752 King Street West, P.O. Bag 603 Kingston, ONTARIO K7L 4X3	1982	Kingston Psychiatric Hospital and the Ministry of Government Services, Government of Ontario	29	infants, toddlers, preschoolers & school-age
SUNSHINE PLAYHOUSE CFB Building, B-3 Vimy Barracks Kingston, ONTARIO K7K 5L0	1989	Limestone Advisory Centre	32	n/a

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
GROWING CONCERN DAY CARE CENTRE 800 Commissioners Road London, ONTARIO N6A 4G5	1985	Victoria Hospital Corporation	90	infants, toddlers, preschoolers & school-age
KIDZONE DAY CARE CENTRE INC. 600 Sanitorium Road London, ONTARIO N6H 3W7	1985	Children's Psychiatric Research Institute	50	infants, toddlers & preschoolers
KIDS & CO. YM-YWCA CHILDCARE 745 York Street London, ONTARIO N5W 2S6	1990	Canada Trust	49	infants, toddlers & preschoolers
MISSISSAUGA CIVIC CENTRE WORKPLACE CHILD CARE CENTRE 300 City Centre Drive Mississauga, ONTARIO L5B 3C9	1989	Regional Municipality of Peel	47	toddlers & preschoolers
NEWPARK CHILDREN'S CENTRE 601 Newpark Blvd. Newmarket, ONTARIO L3Y 4X7	1986	Magna International Inc.	90	infants, toddlers & preschoolers
CITY CENTRE CHILDCARE - NORTH YORK (LITTLE HEARTS) 95 Sheppard Avenue West North York, ONTARIO M2N 1M4	1989	City of North York	63	infants, toddlers & preschoolers
ESTER EXTON CHILD CARE CENTRE 3560 Bathurst Street North York, ONTARIO M6A 2E1	1990	Baycrest Centre for Geriatric Care	52	infants, toddlers & preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
LINDSAY WELD CENTRE FOR CHILDREN 200 First Avenue West North Bay, ONTARIO P1B 9M3	1991	Ministry of Correctional Services, Government of Ontario	45	infants, toddlers & preschoolers
SUNNYBROOK CRECHE 2075 Bayview Avenue North York, ONTARIO M4N 3M5	1983	Sunnybrook Health Science Centre	70	infants, toddlers & preschoolers
HALTON CENTRE FOR CHILD CARE 1151 Bronte Road Oakville, ONTARIO L6J 6E1	1991	Regional Municipality of Halton	57	infants, toddlers & preschoolers
THISTLEOAKS CHILD CARE CENTRE 53 Bond Street Oakville, ONTARIO L6K 1L8	1989	Oaklands and Thistletown Regional Centres	57	infants, toddlers & preschoolers
TREASURE ISLAND DAY CARE CENTRE Box 1000 Orillia, ONTARIO L3V 6L2	1982	Huronia Regional Centre	32	toddlers, preschoolers & school-age
SCHOOLHOUSE PLAYCARE CENTRE 240 Simcoe Street South Oshawa, ONTARIO L1H 4H4	1985	Durham Board of Education	45	infants, toddlers & preschoolers
CHILDREN ON THE HILL Box 904, Confederation Bldg., House of Commons Ottawa, ONTARIO K1A 0A6	1983	House of Commons, Government of Canada	38	preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
GARDERIE TUNNEY'S DAY CARE Wing 1200, Main Building Statistics Canada, Tunney's Pasture Ottawa, ONTARIO K1A 0T6	1988	Statistics Canada, Government of Canada	49	infants, toddlers & preschoolers
GENERATIONS DAY CARE R.R. #4 Petrolia, ONTARIO N0N 1R0	1987	Lambton Twilight Haven Home for the Aged	32	infants, toddlers & preschoolers
YORK CENTRAL HOSPITAL CHILD CARE CENTRE 10 Trench Street Richmond Hill, ONTARIO L4C 4Z3	1991	York Central Hospital	16	infants, toddlers & preschoolers
RIDEAU CHILD CARE CENTRE INC. Box 2000 Smiths Falls, ONTARIO K7A 4T7	1984	Rideau Regional Centre	36	toddlers, preschoolers & school-age
ST. THOMAS PSYCHIATRIC HOSPITAL EARLY LEARNING CENTRE Box 2004 St. Thomas, ONTARIO N5P 3V9	1989	St. Thomas Psychiatric Hospital	36	infants, toddlers & Preschooler
KINDER PLACE CHILDCARE 580 North Algoma Street Thunder Bay, ONTARIO P7B 5G4	1989	Lakehead Psychiatric Hospital	41	infants, toddlers & preschoolers
BCE PLACE CHILDCARE CENTRE 10 Front Street West Toronto, ONTARIO M5J 2S1	1991	Brookfield Development Corporation	52	infants, toddlers & preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
DOUGLAS E. LIGHT CHILDCARE CENTRE 2 Murray Street Toronto, ONTARIO M5T 1T7	1990	Mount Sinai Hospital and the Michener Institute	46	infants, toddlers & preschoolers
EATON CHILD CARE CENTRE 14 Trinity Square Toronto, ONTARIO M5G 1B1	1991	Cadillac Fairview Corporation	52	infants, toddlers & preschoolers
FASHION DISTRICT DAY CARE 511 Richmond Street West Toronto, ONTARIO M5V 1Y3	1987	City of Toronto and the Toronto Dress and Sportswear Manufacturers' Guild Inc.	52	infants, toddlers & preschoolers
FASHION RYERSON DAY CARE Ryerson Public School 96 Denison Avenue, Room #3 Toronto, ONTARIO M5T 1E4	1990	Toronto Dress & Sportswear Manufacturers' Guild Inc.	35	school-age
HESTER HOW DAYCARE CENTRE 100 Queen Street West, 3rd Floor, East Tower, City Hall Toronto, ONTARIO M5H 2N2	1980	City of Toronto	49	infants, toddlers & preschoolers
HYDROKIDS DAYCARE CENTRE 19 Orde Street Toronto, ONTARIO M5T 3B4	1985	Ontario Hydro	62	infants, toddlers & preschoolers
KENSINGTON INFANT AND TODDLER DAY CARE CENTRE 401 College Street Toronto, ONTARIO M5T 1S9	1983	Toronto Board of Education	49	infants, toddlers & preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
KINDERCIRCLE DAY CARE INC. 350 Rumsey Road Toronto, ONTARIO M4G 1R8	1988	Hugh MacMillan Rehabilitation Centre	25	infants & toddlers
SCOTIA PLAZA DAY CARE 104 Yonge Street Toronto, ONTARIO M5C 1T2	1990	Campeau Corporation and Olympia & York	57	infants, toddlers & preschoolers
ORDE DAY CARE CENTRE 18 Orde Street Toronto, ONTARIO M5T 1N7	1979	Toronto Board of Education	123	preschoolers & school-age
QUEEN'S PARK CHILD CARE CENTRE P.O. Box 115, 77 Wellesley Street West Toronto, ONTARIO M7A 1N3	1986	Government of Ontario	74	infants, toddlers, preschoolers & school-age
QUEEN STREET CHILDCARE CENTRE 1001 Queen Street West Toronto, ONTARIO M6J 1H4	1988	Queen Street Mental Health Centre	44	infants, toddlers & preschoolers
RIVERDALE HOSPITAL DAY NURSERY 14 St. Matthews Road Toronto, ONTARIO M4M 2B5	1964	Riverdale Hospital	41	infants, toddlers & preschoolers
SUNFLOWER HOUSE 82 Dunn Avenue Toronto, ONTARIO M6K 2R6	1991	Queen Elizabeth Hospital	16	infants, toddlers & preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
WATERPARK PLACE DAY CARE CENTRE 20 Bay Street Toronto, ONTARIO M5J 2N8	1986	Campeau Corporation	49	infants, toddlers & preschoolers
YOUNG BABIES ON CAMPUS DAY CARE 221 Keelesdale Drive Toronto, ONTARIO M6M 4L3	1988	Learning Enrichment Foundation	25	n/a
YTV CHILDCARE NETWORK 64 Jefferson Avenue, Unit 8 Toronto, ONTARIO M6K 3H3	1991	YTV Canada	33	infants, toddlers & preschoolers
ZOE DAYCARE CENTRE 12 McMurrich Street Toronto, ONTARIO M5R 2A2	1989	Moriyama-Techima	12	infants, toddlers & preschoolers
MUTUAL LIFE DAYCARE CENTRE 227 King Street South Waterloo, ONTARIO N2J 4C5	1982	The Mutual Group	42	toddlers & preschoolers
GORDON STREET CHILDREN'S COTTAGE CHILD CARE CENTRE 700 Gordon Street, P.O. Box 613 Whitby, ONTARIO LIN 5S9	1988	Whitby Psychiatric Hospital	57	n/a
CHILDRENS REHABILITATION CENTRE PRESCHOOL AND WORKPLACE DAY CARE 3945 Matchette Road Windsor, ONTARIO N9C 4C2	1990	Childrens Rehabilitatton Center of Windsor and Essex County	10	preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
LABOUR COMMUNITY CHILD CARE CENTRE 2715 Bernard Road Windsor, ONTARIO N8W 4S5	1989	Ford, General Motors and Chrysler Corp.	41	infants, toddlers, preschoolers & school-age
WINDSOR-WESTERN WORKPLACE CHILD CARE CENTRE 1453 Prince Road Windsor, ONTARIO N9C 3Z4	1985	Windsor-Western Hospital, Women's Auxiliary	24	n/a
MANITOBA				
ASSINIBOINE CASTLE DAYCARE CO-OP INC. 500 Shaftesbury Blvd. Winnipeg, MANITOBA R3P 0M1	1989	Assiniboine South School Division and Manitoba School for the Deaf	40	infants, toddlers & preschoolers
BAMBI DAY CARE CENTRE INC. P.O. Box 782, Bldg. T-100 Shilo, MANITOBA R0K 2A0	1975	Canadian Forces Base Shilo	28	infants, preschoolers, & school-age
BUMPER CROP DAY CARE 423 Main Street, P.O. Box 816 Winnipeg, MANITOBA R3C 2P5	1990	Canadian Wheat Board	40	infants, toddlers & preschoolers
CHILDREN AT THE CENTRE INC. 330-60 Pearl Street Winnipeg, MANITOBA R3E 1X2	1986	Health Sciences Centre Inc.	74	infants, toddlers, preschoolers & school-age

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
DOWNS CHILDREN'S CENTRE 3975 Portage Avenue Winnipeg, MANITOBA R3K 2C7	1981	Horsemen's Benevolent Protective Assoc. and Assiniboine Downs Race Track Administration	30	infants, toddlers, preschoolers & school-age
KID GLOVES DAY CARE INC. 555 Logan Avenue Winnipeg, MANITOBA R3A 0S4	1988	Western Glove Works	40	preschoolers
PANDA BEAR DAYCARE 200-851 Lagimodiere Blvd. Winnipeg, MANITOBA R2J 3K4	1990	Burns Meats	40	infants, toddlers & preschoolers
PROVINCIAL EMPLOYEES CARE FOR KIDS CO-OP INC. #1 208 Osborne Street North Winnipeg, MANITOBA R3C 1V4	1985	Government of Manitoba	48	infants, toddlers & preschoolers
PROVINCIAL EMPLOYEES CARE FOR KIDS CO-OP INC. #2 800 Portage Avenue Winnipeg, MANITOBA R3G 0N4	1990	Government of Manitoba	40	infants, toddlers & preschoolers
SASKATCHEWAN				
REGINA GENERAL HOSPITAL DAY CARE CO-OP 1440-14th Avenue Regina, SASKATCHEWAN S4P 0W5	1982	Regina General Hospital	50	toddlers, preschoolers & school-age

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
		ALBERTA		
BETHANY CHILDREN'S DAYCARE INC. 916-18a Street North West Calgary, ALBERTA T2N 1C6	1978	Bethany Auxiliary Hospital	43	infants, toddlers & preschoolers
CALGARY HERALD "SPECIAL EDITION" CHILD DEVELOPMENT CENTRE 215-16th Street South East Calgary, ALBERTA T2P 0W8	1987	The Calgary Herald	98	infants, toddlers, preschoolers & school-age
CHILDREN'S CREATIVE LEARNING CENTRE INC. Bow Valley #320, 255 - 5th Avenue South West Calgary, ALBERTA T2N 1C6	1978	Hamerson's	80	n/a
HOSPITALS AND COMMUNITY DAY CARE SOCIETY 8440-114 Street Edmonton, ALBERTA T6G 2B7	1966	University of Alberta Hospitals: Walter J. Mackenzie Health Science Centre	41	preschoolers & school-age
PUMP-KIN PATCH DAY CARE 111 - 5th Avenue South West Calgary, ALBERTA T2P 3Y6	1988	Petro Canada and the Trans Canada Pipeline	80	n/a
CANADA PLACE CHILD CARE SOCIETY Box 230, 9700 Jasper Avenue Edmonton, ALBERTA T5J 4C3	1988	n/a	68	infants, toddlers & preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
QUEEN ELIZABETH II CHILD CARE CENTRE 10409-98 Street Grande Prairie, ALBERTA T8V 2E8	1990	Queen Elizabeth II Hospital	105	infants, toddlers, preschoolers & school-age
BRITISH COLUMBIA				
KEMANO DAYCARE CENTRE Box 140 Kemano, BRITISH COLUMBIA V0T 1K0	1990	Alcan Smelters and Chemicals and Kemano Power Operations	34	infants, toddlers, preschoolers & school-age
KOLUMBIA INN DAYCARE SOCIETY (K.I.D.S.) c/o 330 E. Columbia Street New Westminister, BRITISH COLUMBIA V3L 4W7	1985	Royal Columbian Hospital	24	infants, toddlers & preschoolers
LITTLE RASCALS DAY CARE #2 250-400 Brooksbank North Vancouver, BRITISH COLUMBIA V7J 2C2	1991	Chemex Labs Ltd.	35	toddlers & preschoolers
LITTLE WINGS DAY CARE CENTRE P.O. Box 23020, Vancouver International Airport Vancouver, BRITISH COLUMBIA V7B 1V1	1991	Canadian Airlines International Ltd.	26	infants, toddlers & preschoolers
OUR CHILDREN'S CENTRE 4000 Seymour Place Victoria, BRITISH COLUMBIA V8Z 3L1	1992	British Columbia Buildings Coop & Bristish Columbia Systems Corp.	40	infants, toddlers & preschoolers

CENTRE	OPEN	SPONSOR	CAPACITY	AGE
VICTORIA CHILDREN'S CENTRE 1515 Blanshard Street Victoria, BRITISH COLUMBIA V8W 3C8	1990	Ministry of Health, British Columbia	12	infants
NORTH WEST TERRITORY				
NANISIVIK DAY CARE CENTRE Nanisivik Mines Ltd. Nanisivik, NORTH WEST TERRITORIES X0A 0X0	1982	Nanisivik Mines Ltd.	40	n/a

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WORK RELATED CHILD CARE CENTRE SURVEY

Name of person filling out this questionnaire:_____

Position: **Centre supervisor or director** ___ **Other** ___ **(please specify)** _____

1. **What is the name of the child care centre?**_____

2. **What is the address of the child care centre?**

   _____

   _____

3. **Is the centre:**

   On-site? ___ **Off-site?** ___ **How far?** _____

   Other (please specify)_____

4. **What year did the child care centre open?** 19_____

5. **Who is the main employer or group which sponsors the child care centre?**

   _____

6. **Into what category does this main sponsor fall?**

   Government: **Federal** ___ **Provincial** ___ **Municipal** ___ **School Board** ___

   Health Care Facility ___ **Other Public Sector Corporation** ___

   (please specify) _____

   Private Sector Corporation ___ **Developer** ___ **Union** ___

   Other (please specify) _____

   If there is more than one sponsor, please list below:

   _____

   _____

7. **What type of work schedules do employees in this workplace have? (please check all that apply)**

   Days only ___ **Evenings only** ___ **Nights only** ___ **Rotating shifts** ___

   Other (please specify) _____

_____

Childcare Resource and Research Unit, Centre for Urban and Community Studies, University of Toronto, 455 Spadina Ave, Toronto, Ont. M5S 2G8

8. **What did the employer/sponsor contribute to the child care centre in the start-up phase? (please check all that apply)**

New construction costs ___ **Renovation costs** ___ **Donation of space** ___

Equipment ___ **Start-up grant** ___ **Amount $** _____

Staff time ___ **Promotion/advertising** ___ **Child care staff salaries prior to opening** ___

Other (please specify) _____

If more than one sponsor contributed to the start-up phase, please provide the details below.

_____

_____

9. **Did you receive any other sources of funding in the start-up phase?**

No ___ **Yes** ___ **Please check all that apply and list the amounts if known.**

Government grant(s) ___ **$** _____

Donation from union/ employee group ___ **$** _____

Fundraising ___ **$** _____

Other _____
(please specify)

10a. **What is the current level of ongoing support that you receive from the employer/sponsor? (please check all appropriate categories)**

Item	Level of Support Full	Partial	None
Rent	___	___	___
Utilities	___	___	___
Maintenance/cleaning	___	___	___
Administrative support (such as bookeeping, payroll etc.)	**Yes** ___		**No** ___
Operating Grant	**Yes** ___ **Amt $**_____		**No** ___
Funding to cover deficit	**Yes** ___		**No** ___

Other (please specify) _____

10b. If more than one sponsor provides ongoing support, please provide the details below.

_____

_____

11. Has the level of support changed since the centre opened?

Yes ___ If yes, in what way has it changed? _____

_____

No ___

13. Who is the legally incorporated body which runs the child care centre?

A separately incorporated non-profit child care board ___ _____

A voluntary agency or multi-service agency (e.g. community college, YMCA, etc.) ___ Name:_____

A department of the sponsoring organization ___ Dept:_____

An independent owner/operator ___ Name:_____

A commercial child care chain ___ Name: _____

Other (please specify) ___ _____

14. What hours is the child care centre open?

Monday-Friday ___ From _____ To _____

Other (please specify)_____

15a. Has there been a demand for the child care centre to be open additional hours?

Yes ___ No ___

15b. If there has been a demand, what action has or is being taken?

We are planning to be open for additional hours in the future ___

We used to open additional hours, but the cost was too great ___

The demand does not warrant being open for additional hours ___

We are investigating other alternatives for parents who need care beyond the hours of our operation ___

16. **Is the child care centre open to families in the community who are not connected with the sponsoring organization?**

Yes ___ **No** ___

If yes, please specify the admission policy:

First come/first served ___ **Priority to employees** ___

Other (please specify) _____

17. **What are the WEEKLY fees as of September 1st, 1991? (please indicate for each age group served)**

Age Group	Employee fees	Community fees
Infants	$_____	$_____
Toddlers	$_____	$_____
Preschoolers	$_____	$_____
School Age	$_____	$_____

18. **How does this fee compare with other child care programs in your community?**

	For Employees	For community users (if applicable)
Higher:	___	___
Lower:	___	___
About the same:	___	___

19. **Can eligible parents use government fee subsidies in your centre?**

Yes ___ **No** ___

20. **How many children is the centre licensed for?**

Infants _____ **Toddlers** _____ **Preschoolers** _____ **School Age** _____

21. **What type of enrolment is available in the child care centre? (please check all that apply)**

Full time ___ **Part time** ___ **On a drop in basis** ___

Other (please specify) _____

22. **At the present time does your centre have any of the following problems? (please check all that apply)**

Financial ___ **Low enrolment** ___ **Lack of subsidy** ___ **High staff turnover** ___

Difficulty meeting the licensing requirements ___ **Other** _____

Comments on any of the difficulties you are facing: _____

_____

23. **From your perspective, what are the benefits of your work-related child care centre?**

_____

_____

24. **From your perspective, what are the disadvantages of your work-related child care centre?**

_____

_____

25. **Are you aware of any new work-related child care centres in your area, or any that are in the planning stage?**

_____

Thank you for taking the time to fill out this questionnaire. If you have any questions please feel free to call either Jane Beach or Martha Friendly at (416) 978-6895. Any further comments are welcome below.

_____

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Please return the completed questionnaire in the enclosed envelope as soon as possible.

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The Childcare Resource and Research Unit

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